



OPEN ENROLLMENT Plan Changes 2016

October 28, 2015 through November 13, 2015

****Deadline for any changes for 2016 is 11:59 PM via eWay November 13, 2015***

What's New and What's Changing in 2016?

Medical Plans

Plans being Continued

Blue Shield HMO \$25 Copay
Blue Shield HMO \$45 Copay
Blue Shield \$100 Deductible PPO
Kaiser \$25 Copay
Kaiser \$1500 Deductible*

New Plans

Blue Shield HMO \$25 Copay SaveNet
Blue Shield HMO \$45 Copay SaveNet

Discontinued Plans

Blue Shield \$3500 Deductible PPO
Blue Shield POS

*The Kaiser \$1500 Deductible Plan is not available for employees in POA and IAFF, Local 230.

If you are in the Blue Shield POS or \$3500 Deductible PPO

You **MUST** select an alternate plan for 2016! If you do not make a new selection, you will be placed in the Blue Shield \$100 Deductible PPO plan. You will not be able to change out of this plan until Open Enrollment 2017 or without a qualifying life event.

Is my current Blue Shield HMO Provider a SaveNet Provider?

For general questions about the SaveNet plans, please call Blue Shield's Customer Service at **(800) 872-3941**. If you are a current member, follow the instructions using your subscriber number. If you are **not** currently a Blue Shield member, Press "0" to get connected to a representative. Please note: employees and their dependents must live in California to be able to enroll in a SaveNet plan; however, there are a few exceptions: If you have a dependent who is out of state, you will need to call Blue Shield's Customer Service number to see if you qualify for an exception.

A Comparison of 2016 Medical Plan Options is available on the Open Enrollment page of the City's Human Resources website: [Comparison of 2016 Medical Plan Options](#).

The following links provide the medical semi-monthly premium rates effective January 1, 2016:

[2016 Medical Rates \(All employees except employees represented by POA and IAFF, Local 230\)](#)

[2016 Medical Rates \(Employees represented by POA and IAFF, Local 230\)](#)

2016 Health In-Lieu:

All Full-Time and Reduced Work Week (35+ hours per week) employees (except employees represented by POA and IAFF, Local 230) will now have a 4-tier Health In-Lieu rate structure.

All Full-Time and Reduced Work Week (35+ hours per week) employees represented by POA and IAFF, Local 230 will now have a 2-tier rate Health In-Lieu structure.

The following link provides the Health In-Lieu biweekly rate effective January 1, 2016:

[Health In-Lieu Plan Document](#)

Dental Plans

The City will continue to offer the same selections of DeltaCare Dental HMO (DHMO) and Delta Dental PPO (DPPO) for the City's employees and retirees in 2016.

The following links provide the dental semi-monthly premium rates effective January 1, 2016:

[2016 Dental Rates \(All employees except employees represented by POA and IAFF, Local 230\)](#)

[2016 Dental Rates \(Employees represented by POA and IAFF, Local 230\)](#)

2016 Dental In-Lieu:

All full-time and Reduced Work Week (35+ hours per week) employees (except employees represented by POA and IAFF, Local 230) will now have a 4-tier Dental In-Lieu structure.

All full-time and Reduced Work Week (35+ hours per week) employees represented by POA and IAFF, Local 230 will now have a 2-tier Dental In-Lieu structure.

The following link provides the Dental In-Lieu biweekly rate effective January 1, 2016:

[Dental In-Lieu Plan Document](#)

Vision Plans

VSP will continue to provide vision insurance to the City's employees and retirees in 2016. The plans remain unchanged except for an enhancement to include Diabetic Eye care for a \$20 copay (services related to diabetic eye disease, glaucoma and age-related macular degeneration, and retinal screenings for eligible members).

Premiums for employees in the MEF, CEO, CAMP, ALP, AEA, AMSP and units 81, 82, and 99 are changing from a three tier structure to a four tier structure.

Premiums for all plans are decreasing approximately 5% but will vary depending on the tier you are enrolled in.

The following link provides the semi-monthly premium rates for all benefited employees effective January 1, 2016.

[2016 Vision Rates](#)

Flexible Spending Accounts (FSA):

P&A Administrative Services, Inc. will continue to be the City's FSA administrator in 2016. Participants enrolling in an FSA Account for 2016 will be charged an administrative fee of \$3.75 per month, which will be deducted pre-tax on the first payday of each month. The administrative fee of \$3.75 per month covers enrollment in one or both FSA Accounts: Medical Reimbursement Account (MRA) and/or Dependent Care Assistance Program (DCAP). The FSA Account benefits are summarized below. *If you participated in a 2015 Flexible Spending Account, you must re-enroll to participate in 2016.*

- Medical Reimbursement Account—NEW Limit: \$2,550 per year
- Dependent Care Assistance Program – Limit: \$5,000, or \$2,500 per year if married and filing separately.

P&A Administrative Services, Inc. will be issuing pre-paid debit cards to participants enrolling in a Medical Reimbursement Account. The Card can be used at participating pharmacies, discount stores, and supermarkets for qualified medical expenses.

Please note: **Due to IRS regulations, employees enrolling in an FSA who earn \$120,000 or more may be limited in their contribution amount elections. The contribution amount limit will be determined by testing during the plan year. If your election is over the limit, the City will reduce your election in order for the plan to pass IRS testing.**

Pre-tax Commuter Benefit Program

The Pre-tax Commuter Benefit Program will continue in 2016!

P&A Administrative Services, Inc. will continue to be the City's Commuter Benefit administrator in 2016.

The Commuter Benefit allows eligible employees to pay for qualifying transit expenses on a pre-tax basis. The City provided Eco Pass allows benefitted employees to use VTA transit services (Light Rail, Buses and Express Buses) free of charge.

Having a Commuter Benefit offers an opportunity for eligible employees to pay for non-VTA transit services with pre-tax dollars. Both the Eco Pass and the Pre-Tax Commuter Benefit support the City's commitment to expand opportunities for employees to travel by means other than driving. Eligible employees are full-time and part-time benefitted City employees classified at 20 hours per week or more. Part-time unbenefitted and airport employees are not eligible to participate.

For 2016, Federal tax rules allow up to \$130 per month in pre-tax transportation benefits. The market value of the City provided Eco Pass of \$64.16 per month is allocated towards the limit of \$130 per month. Therefore, the maximum employees may contribute for 2016 towards the Pre-Tax Commuter Benefit is \$65.84 per month (\$32.92 semi-monthly; deducted on the first two paydays of each month).

The City will continue to pay for the administrative fee of \$3.50 per employee per month.

For More Information

If you have specific questions, we encourage you to contact the insurance carriers directly. Please visit the Human Resources website: <http://www.sjcity.net/DocumentCenter/View/11299>

DON'T FORGET: Important Reminders

Changes Required	Action Required
Currently Enrolled in Blue Shield POS or \$3500 Deductible PPO plan.	Must select a new plan. No action results in being placed in the \$100 Deductible PPO plan.
Participating in 2015 Flexible Spending (MRA & DCAP).	Must re-enroll for 2016.
Continue to keep your existing plans.	No action required.
Any changes for 2016.	Submit changes via eWay by 11:59 PM 11/13/15